



City of Rialto

EMPLOYMENT OPPORTUNITY

FIREFIGHTER/PARAMEDIC

Salary: \$4,477 - \$5,302/Month plus an excellent benefit package

Final Filing Date: Open until filled- filing may close without further notice. A City application is required and may be obtained at Human Resources or by calling (909) 820-2540. Resumes may be attached to the City application but will not be accepted in lieu of a completed City application. Postmarks and faxes will not be accepted.

The Position: The successful candidate is a team-oriented firefighter-paramedic able to demonstrate the ability to function well as a member of an EMS team. This individual must be capable of working in an environment that is ethnically and culturally diverse. The ideal candidate must demonstrate superior knowledge of local, county and state paramedic protocols and be knowledgeable in the areas of fire suppression, rescue, ventilation, salvage, overhaul, hazardous materials, and fire prevention. Under general supervision from the Fire Captain or higher level management staff, essential functions include, but are not limited to: responds to fire and emergency alarms; performs all phases of fire suppression work; performs rescue, ventilation, overhaul, salvage and clean-up activities at fire scene; places fire hoses, sets ladders, operates fire streams, ventilates and enters burning structures to extinguish fires and rescue victims; operates pneumatic and auxiliary equipment such as generators or pumps; provides emergency medical care and advanced life support as needed at fire and accident scenes which may include defibrillation, clearing airways, pulmonary ventilation, intubation, inserting IVs, splinting fractures, treating burns, performing CPR and administering medication; informs physicians of patient conditions; prepares, submits and maintains reports on fire suppression activities, incidents, and accidents, emergency medical service provision and other fire related information; performs station maintenance; cleans station living quarters and maintains them in a clean and orderly condition; operates, inspects and maintains ambulances and other fire equipment; performs minor repairs on apparatus or equipment inside and outside of facilities; orders necessary supplies; conducts and participates in training exercises; develops skills in fire suppression, medical aid, apparatus operation and other related areas; conducts emergency medical technician classes and re-certifies participants; maintains records and logs of work completed and in-progress; prepares statistical and analytical reports as required; stays abreast of new innovations relative to fire prevention and emergency medical services; participates in testing of a variety of Department equipment including protective clothing and breathing apparatus; gives informative and educational tours of the fire station to school children and other citizens; explains the functions of the Fire department; participates in other public relations activities and performs related duties and responsibilities as required.

Education, Experience and Requirements: Equivalent to the completion of the twelfth grade. Completion of Fire Academy or equivalent fire service experience to qualify for Firefighter I Certification. Must possess and maintain current State license as a paramedic. Possession of or ability to obtain accreditation as a paramedic in ICEMA Region; must provide proof of successful completion of a physical agility course; and must possess and maintain a valid California driver's license. **COPY OF CERTIFICATES MUST BE SUBMITTED WITH EMPLOYMENT APPLICATION.** *Knowledge of:* Procedures and equipment used in modern fire fighting and emergency medical and paramedic response operations; operational characteristics of fire suppression apparatus and equipment; principles and practices of modern fire prevention and suppression; advanced principles of emergency medical service provision, first aid and life support; and methods and techniques of handling hazardous materials. *Ability to:* Operate and maintain associated fire suppression apparatus and equipment; perform a variety of fire suppression and emergency medical response activities including administering advanced life support and responding to hazardous materials incidents; think and act quickly and calmly in emergency situations; prepare a variety of technical and operational reports; as assigned, drive a fire truck or ambulance safely in varying traffic and weather conditions; observe and follow safe fire fighting work practices; and establish and maintain effective working relationships with those contacted in the course of work.

Selection Process:	Phase I	Application Appraisal
	Phase II	Written Examination
	Phase III	Oral Board Interviews
	Phase IV	Finalist Interviews

City of Rialto

Incorporated November 17, 1911, THE CITY OF RIALTO covers 28 square miles and currently has a population of approximately 85,000. Citizens enjoy the services of City-owned water, fire, and police departments, as well as community recreation facilities. Rialto provides shopping facilities and ample professional and banking services within an hour drive of Lake Silverwood, Big Bear Lake, Lake Perris and Lake Arrowhead, providing camping, skiing, boating and other recreational activities. Rialto is served by three major freeways, I-10, I-15, and I-215, as well as State Highways 60 and 91.

EMPLOYMENT INFORMATION

HOW TO APPLY: Applications and information may be obtained from the Human Resources Office, 290 W. Rialto Ave., Rialto, CA 92376. Website: www.ci.rialto.ca.us, Telephone (909) 820-2540. Job Hotline (909) 820-2640.

APPLICATIONS: Applications must be filled out completely and must clearly show that the minimum qualifications are met. Submitting an incomplete application may result in disqualification. All statements made on the application are subject to investigation and verification. Applications must be filed by the established deadline. Resumes may be attached to the completed application forms, but a resume will not be accepted in lieu of an official application form.

SELECTION: Those applicants who meet the minimum qualifications and appear to be among the best qualified will be selected as candidates for the examination. Should a qualified individual with disabilities need reasonable accommodation in order to participate in the examination process, the City of Rialto must be notified no later than five working days of the scheduled examination date. The Immigration Reform & Control Act of 1986, requires that all employers examine specified documents and verify that all employees hired after November 6, 1986, are either United States citizens or aliens legally permitted to work in the United States. Any offer of employment extended to an applicant is contingent upon the applicant providing the appropriate Documents prior to commencement of employment.

EMERGENCY SERVICE: All City employees are required to perform assigned Emergency Service duties in the event of an emergency or disaster.

EMPLOYMENT STANDARDS: *Employment with Rialto is contingent on meeting the medical standards of the position. An employee must pass a pre-employment physical examination, including a reference and background check, loyalty oath, and complete a one year probationary period.*

AGENCY SHOP: *Union dues or service fees are mandatory as a condition of employment for employees who are in classifications which are covered by Agency Shop provisions. Qualified religious objection can be accommodated.*

EMPLOYMENT BENEFITS

VACATION with pay of 11 working days per year is granted the first through fourth years; 15 working days vacation in the fifth through tenth years; one additional day per year after the tenth year, up to a maximum of 20 working days per year.

ELEVEN HOLIDAYS are observed each year, plus two floating holidays of employee's choice.

SICK LEAVE is accumulated at the rate of one day per month with no maximum amount of accumulation.

RETIREMENT benefits are provided to City employees by the Public Employee's Retirement System (PERS), at 2% at age 50 formula. The City pays the employee contribution towards PERS.

CAFETERIA PLAN City's contribution to the Cafeteria Plan is \$750.00 to go towards the employee's contributions for Health, Vision, and Dental insurance premiums for each employee of the unit.

HEALTH INSURANCE is offered through PERS with several different plans to choose from and with the City paying a major portion of the premium for employee and dependents.

LIFE INSURANCE provides a \$50,000 double indemnity policy for employee plus dependent coverage (\$5,000 for spouse and \$1,500 for each child over six months; \$500 for each child under six months).

DENTAL INSURANCE is offered to employees by Health Net Dental and Delta Dental.

DEFERRED COMPENSATION is available to those employees who wish to supplement their retirement income. Money may be deducted from their checks and placed in a security plan without paying taxes on the amount until it is withdrawn.

MERIT RAISES may be received in the form of salary increases four times within or in four years with the attainment of satisfactory work performance.

BILINGUAL PAY is paid to employees who successfully pass the bilingual proficiency examination for Spanish.

SPORTS CENTER usage has been made available; at no cost, to all employees as set forth in the usage guidelines. The facilities include weight room, racquetball and tennis courts, pool, sauna, and jacuzzi.

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract. Any provision in this bulletin may be modified or revoked without notice.

EQUAL OPPORTUNITY: The City of Rialto does not discriminate on the basis of race, religion, color, sex, age, ancestry, national origin, marital status, or disability. Equal employment opportunity will apply to all personnel actions, including, but not limited to, recruitment, selection, training, transfers, promotions, evaluation, compensation, discipline, layoffs, terminations and rehires.